

**WIBW-TV**

# EEO PUBLIC FILE REPORT

**02/01/20-01/31/21**

## 1. VACANCY LIST

**See Master Recruitment Source List (MRSL) for recruitment source data**

[illegible]

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Baker University Gary Handy@bakerU.edu Long Student Center, 2nd floor Baldwin City, KS 66006 785-594-8435 Handshake.com	No	0
2	Emporia State University June Coleman 1 Kellogg Circle, Campus Box 4014 Emporia, KS 66801 620-341-5407 <a href="mailto:career@emporia.edu">career@emporia.edu</a> Handshake.com	Yes	0
3	Fort Hays State University Ann Killebrew 600 Park Street Hays, KS 67601 785-628-4260 Handshake.com	No	0
4	Kansas State University Debbie Owens 705 N. 17th Street 148 Berney Family Welcome Center Manhattan, KS 66506 Handshake.com	Yes	0
5	Pittsburg State University Heather Busch 1701 S. Broadway Pittsburg, KS 66762 620-231-7000 <a href="mailto:hbusch@pittstate.edu">hbusch@pittstate.edu</a> Handshake.com	Yes	0
6	University of Kansas Steven Rottinghaus 1300 Sunnyside Ave., Summerfield Hall, Room 206 Lawrence, KS 66045 785-864-3624 kucareer@ku.edu	Yes	2

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7	Washburn University Kent McAnally 1700 SW College Ave. Topeka, KS 66621 785-670-1450 Handshake.com	Yes	2
8	Allen County Community College Denice Stahl 1801 N. Cottonwood Iola, KS 66749 620-365-5116 ext 299	Yes	0
9	Johnson County Community College 12345 College Blvd. Overland Park, KS 66210 Cgard@jccc.edu 913-469-3870	Yes	0
10	Kansas City Kansas Community College Linda Wyatt 7250 State Ave. Kansas City, KS 66112 913-334-1100	Yes	0
11	Butler County Community College Vicki Long 901 S Haverhill Rd El Dorado, KS 67042 316-322-3152	No	0
12	DeVry University – Kansas City Campus Gerry Ellis 500 East 112 <sup>th</sup> St Kansas City, MO 64131 816-221-1300	No	0
13	Dodge City Community College Renee Simon 2501 N 14 <sup>th</sup> St Dodge City, KS 67801 620-227-9399 rsimon@dc3.edu	No	0

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14	Pratt Community College Amy Jackson 348 NE SR 61 Pratt, KS 67124 620-672-5641 ext 139	Yes	0
15	Gray Television Becky Gaines 4370 Peachtree Road NE Atlanta, GA 60613 470-225-5416 <a href="mailto:Jobs@gray.tv">Jobs@gray.tv</a>	No	0
16	National Association of Broadcasters Attn: Karen L. Hunter Employment Clearinghouse 1771 N Street, NW Washington, DC 20036 202-429-5498	No	0
17	Nat'l Society of Professional Journalists Attn: Julie Grimes 3909 N. Meridian Street Indianapolis, IN 46208-4045 317-927-8000 ext 216	No	0
18	AARP of Kansas Janet Clearwater 555 S. Kansas Ave Suite 201 Topeka, KS 66603 866-448-3619	Yes	0
19	Asian American Journalists Association Attn: Rene Astudillo 1182 Market Street Suite 320 San Francisco, CA 94102 415-346-2051	No	0
20	Audio Engineering Society 60 E. 42 <sup>nd</sup> St. Room 2520 New York, NY 10165-2520 212-661-8528	No	0

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21	KS Association of Broadcasters Allison Mazzei 1916 SW Sieben Ct. Topeka, KS 66611 785-235-1307	No	0
22	No Longer Available	No	0
23	No Longer Available	No	0
24	American Advertising Federation Attn: Tina Neal 1101 Vermont Ave, NW Suite 500 Washington, DC 20005-6306 202-898-0089	No	0
25	Topeka Advertising Federation PO Box 1251 Topeka, KS 66601 785-582-4000	No	0
26	<i>Topeka Capital Journal</i> 616 SE Jefferson Topeka, KS 6660 785-295-1122	No	0
27	<i>Lawrence Journal World</i> 609 New Hampshire Lawrence, KS 66044 785-843-1000	No	0
28	<i>Kansas City Star</i> 1729 Grand Blvd. Kansas City, MO 64108 816-234-4000	No	0
29	Spots 'N' Dots 167 Oakdale Road Johnson City, NY 13790 888-884-2630	No	0
30	<i>Broadcasting &amp; Cable</i> 360 Park Ave South 14 <sup>th</sup> floor New York, NY, 10010 646-746-6949	No	0
31	<i>Television Week</i> 6500 Wilshire Blvd Suite 2300 Los Angeles, CA 90048 323-370-2415	No	0

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32	MediaLine Mark Shilstone 2515 Sparrow Crest Dr. Katy, TX 77494 913-217-0685 <a href="http://www.medialine.com">www.medialine.com</a>	No	0
33	TVJobs Mark C. Holloway Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 800-374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	1
34	Walk-In Candidate	No	0
35	WIBW Staff Referral	No	3
36	WIBW Internal Candidate	No	4
37	Station Website: <a href="http://www.wibw.com">www.wibw.com</a>	No	4
38	Northwestern University Medill School of Journalism 1845 Sheridan Rd. Evanston, IL Daniel Mackenzie (847) 467-7930	No	0
39	Society of Broadcast Engineers Holly Essex 9102 North Meridian St., Suite 150 Indianapolis, IN 46260 (317) 846-9000	No	0
40	Wichita State University Frankie Brown 1845 Fairmount Wichita, KS 67260 (316) 978-3456 Handshake.com	No	0
41	University of Missouri Amanda Nell 76 Gannett Hall Columbia, MO 65211 (573) 882-0373 Handshake.com	No	0

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42	Nebraska College Recruiting Consortium/Hastings College Kimberly Graviette 710 N Turner Ave. Hastings, NE 68901 (402) 461-7387	Yes	0
43	Northwest Missouri State University 800 University Drive Administration Building Room #130 Maryville, MO 64468-6001 662-560-1250	No	0
44	Kansas Newman 3100 McCormick Wichita, KS 67213 913-942-4291 ext. 2216 Handshake.com	No	0
45	Cloud County CC Brenda Hanson, Director 2221 Campus Dr. Concordia, KS 66901 800-729-5101 bhanson@cloud.edu	Yes	0
46	McPherson College 1600 E. Euclid McPherson, KS 620-242-0436 yowells@mcpherson.edu	No	0
47	William Jewell College 500 College Hill Liberty, MO 64068 816-781-7700 careerdevelopment@william.jewell.edu	No	0
48	Missouri Western 4525 Downs Drive St. Joseph, MO 64507 816-271-4292 <a href="mailto:Ktaylor19@missouriwestern.edu">Ktaylor19@missouriwestern.edu</a>	No	0
49	Friends University 2100 W University Ave. Wichita, KS 800-794-6945 <a href="mailto:career@sterling.com">career@sterling.com</a> Handshake.com	Yes	0

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50	Hutchinson Community College Betty Ann Kelly 1300 N. Plum Hutchinson, KS 67501 620-665-3500	No	0
51	Colby Community College Joe Vyzouvek 1255 S Ranger Avenue Colby, KS 67701 785-462-3984	No	0
52	Topeka Workforce Center Liz Pruitt 1430 SW Topeka Blvd 785-235-5627 Pamela.hann@ks.gov	Yes	0
53	Atchison Workforce Center Tim Brundgart 818 Kansas Atchison, KS 66002 913-367-1740	No	0
54	Manhattan Workforce Center Terry Umscheid McAfee 205 S 4 <sup>th</sup> Avenue, Suite 1A Manhattan, KS 66502 785-539-5691	No	0
55	No Longer Available	No	0
56	Express Personel 2300 SW 29 <sup>th</sup> , Suite 100 Topeka, KS 66611 Diana Ramirez 785-267-3773	No	0
57	<u>Indeed.com</u> <u>177 Broad Street, 6<sup>th</sup> Floor</u> <u>Stamford, CT 06901</u> <u>James Naglieri</u> <u>800-462-5842</u>	No	0
	<b><u>Total Number of Interviewees over a 12-month period</u></b>		<b>16</b>



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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	WIBW-TV has an on-going policy of allowing students from area schools and universities to job shadow station personnel, giving students the opportunity to learn about careers in broadcasting:  1. On February 17 <sup>th</sup> , 2020, a student from Topeka Seaman High School shadowed a member of our weather team.
<b>2</b>	Participate other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	WIBW-TV has an on-going policy of giving station tours to individuals and groups interested in the day-to-day operation of a television station and careers in the broadcast industry.  1. On February 19 <sup>th</sup> , 2020, students from the Youth Entrepreneur group toured the station.
<b>3</b>	Participate in at least 4 job fairs. Station personnel who have substantial responsibility in making hiring decisions must be involved in such activities.	 1. On February 20 <sup>th</sup> , 2020, our assistant news director attended a career fair at Kansas State University.  2. On February 13 <sup>th</sup> , 2020, our assistant news director attended a career fair at Washburn University.  3. On September 9 <sup>th</sup> , 2020, our assistant news director attended a virtual career fair given by Washburn University.  4. On October 28 <sup>th</sup> , 2020, our assistant news director attended a virtual career fair given by Kansas University.
<b>4</b>	Provide training to management level personnel as to the methods of ensuring equal opportunity and preventing discrimination.	On November 19 <sup>th</sup> , 2020, WIBW attended a Webinar titled “The FCC’s Equal Employment Opportunity Rules”. The Webinar outlined the rules and regulations required by the FCC to insure compliance and was part of a company-wide effort to educate employees. WIBW’s Human Resources Manager was in attendance.

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